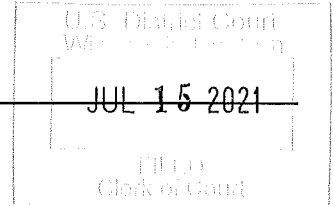


UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF WISCONSIN



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION,

Plaintiff,

v.

Case No. 17-C-70

WAL-MART STORES EAST LP,

Defendant.

SPECIAL VERDICT

We the jury, for our Special Verdict, answer the questions submitted to us as follows:

Question 1. During the time of her employment with Walmart, was Marlo Spaeth a qualified person with a disability?

ANSWER: Yes No

If you answered "Yes" to Question 1, then answer Question 2. If you answered "No" to Question 1, do not answer any other questions.

Question 2. Was Walmart aware that Marlo Spaeth needed an accommodation due to her disability?

ANSWER: Yes No

If you answered "Yes" to Question 2, then answer Question 3. If you answered "No" to Question 2, then proceed to Question 5.

Question 3. Did Walmart fail to provide Marlo Spaeth with a reasonable accommodation?

ANSWER: Yes No

If you answered "Yes" to Question 3, then answer Question 4. If you answered "No" to Question 3, proceed to Question 5.

Question 4. Would providing Marlo Spaeth an accommodation have posed an undue hardship to Walmart's business?

ANSWER: Yes _____ No X _____

Continue to Question 5.

Question 5. Did Walmart violate the Americans with Disabilities Act by terminating Marlo Spaeth because of her disability?

ANSWER: Yes X _____ No _____

Continue to Question 6.

Question 6. Did Walmart violate the Americans with Disabilities Act by failing to reinstate Marlo Spaeth because of her disability?

ANSWER: Yes X _____ No _____

If you answered "Yes" to Question 3 and "No" to Question 4 or "Yes" to either Question 5 or 6, then answer Question 7. If you answered "No" to Questions 3, 5 and 6, then do not answer any more questions.

Question 7. What sum of money will fairly and reasonably compensate Marlo Spaeth for her emotional pain and mental anguish?

ANSWER: \$ 150,000 _____

Continue to Question 8.

Question 8. What amount, if any, do you award as punitive damages?

ANSWER: \$ 125,000,000
125 million

Dated at Green Bay, Wisconsin this 15 day of July, 2021.

Jennie A Fonseca Alvarado
Jury Foreperson